



THE BALCO POST

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The Chairman Grant: A childhood memory, shared with a lakh families

Recalling the hardships of his early years and his mother's quiet worries during difficult times, Vedanta Chairman Anil Agarwal transformed a personal memory into a gesture of support for nearly one lakh employees and their families. Some memories never leave us. They stay quietly in the background, shaping the way we see the world long after circumstances have changed. For Chairman Anil Agarwal, one such memory is of growing up in a modest household in Patna and watching

his mother navigate the pressures of rising household expenses. As he reflected on the financial realities facing many families today, that memory resurfaced, inspiring the Chairman Grant, an additional 10% of annual salary for eligible employees. Expected to benefit nearly one lakh members of the Vedanta family, the grant is more than financial support. It is a deeply personal gesture that recognizes the people behind the workforce and the families behind every employee.



Welcoming Rajesh Kumar & C. Chandru at BALCO's manufacturing facility

BALCO welcomed Rajesh Kumar, CEO, Vedanta Aluminium Metal Limited, and C. Chandru, CEO, Vedanta Aluminium Metal Limited, Jharsuguda, for a visit that offered a closer look at the company's operations, employee ecosystem and community initiatives. Beginning at the BALCO township, the leaders toured key facilities and interacted with employees, gaining first-hand insight into the initiatives that contribute to the well-being of the workforce and their families. The visit then moved to the plant, where the leaders spent time on the shop floor engaging with frontline teams and reviewing key operational areas. From discussions on safety and performance to interactions with employees driving day-to-day operations,



the tour underscored the people and processes behind BALCO's continued growth, while providing an opportunity to exchange ideas on excellence, innovation and the road ahead. employees driving day-

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Photo of the month



A rare site of Lord Ram and Ravan together for a fun photo shoot before the Ramleela.

HIGHLIGHTS

- » Seamless Alumina transfer through industry-first conveyor system
- » The journey of aluminium: from process, precision and people
- » Eliminating repeat breakdowns through smarter trolley management
- » BALCO concludes sustainability month 2026
- » Balconagar is reimagining township life
- » Empowering women with financial and digital skills

Balconagar's festive chronicle of Navratri & Dussehra celebrations

Balconagar came alive with the festive spirit of Navratri and Dussehra, bringing families together in celebrations of faith, culture and community. From Bengali traditions and Gujarati Garba at the Aluminium Club and Sector 3 Durga Puja Pandal to Ramleela and Ravan Dahan witnessed by over 10,000 people at Dussehra Maidan, the festivities celebrated India's unity in diversity and the triumph of good over evil. The celebrations strengthened community bonds, honoured cherished traditions and created lasting memories across generations.



Leadership Speaks

Dear Readers,

“As we celebrate Diwali, I extend my warm wishes to you and your families. The festival of lights reminds us that light is not only something we celebrate, but something we can create and share. When we share our prosperity, support someone's aspirations or help a family celebrate with greater dignity, we extend the spirit of Diwali beyond our homes. In a diverse country like India, progress becomes meaningful when the light of opportunity reaches more people and enables them to move forward. Diwali also marks the return of Lord Ram to Ayodhya after years of exile. His return represents the triumph of good over evil and carries enduring lessons of duty, courage, integrity and compassion. These values continue to guide how we conduct ourselves, by taking responsibility for our actions, standing by what is right and creating an environment where every individual has the opportunity to contribute and grow. For us, this also means creating greater opportunities for women, strengthening participation across

our workforce and communities, and ensuring that progress is inclusive. At BALCO, this responsibility extends from the metal we produce to the lives we touch. Aluminium is integral to a modern economy, enabling infrastructure, mobility, energy transition and technologies that are shaping India's future. Alongside our business, our community development efforts in education, healthcare, livelihoods and women-led development seek to create capabilities that can sustain progress beyond a single intervention. When people have better access to opportunities and communities become more resilient, the impact goes far beyond our operations. The way we celebrate must also reflect the future we want to build. Let us be conscious of waste, air quality and the resources we consume, and make responsible choices in our celebrations. Let us also ensure that the use of crackers is safe and considerate, so that the festival does not compromise the safety of our families, communities or the environment.

Sustainability is not only about what we do at our workplaces; it is also about the choices we make in our everyday lives. India's journey towards becoming a stronger, more prosperous and sustainable nation will be shaped by the choices we make today, in our workplaces, our communities and our homes. This Diwali, let us carry the light of opportunity, responsibility and hope into the year ahead. Let us continue to build not only a stronger BALCO, but stronger communities and a brighter future for the generations that follow.

Wishing you and your families a very Happy Diwali. 🌟

Warm regards,
Rajesh Singh
CEO & Whole-Time Director,
BALCO



People of BALCO



Meet Nitya

Every generation brings its own aspirations to the workplace. For many young professionals today, growth is no longer defined by a single destination or identity. It is shaped by the willingness to learn, explore different interests, and remain open to possibilities. Nikita's journey reflects this mindset.

After completing her degree in Computer Science Engineering, Nitya joined BALCO and stepped into a completely new phase of her life. Like many young professionals beginning their careers, she found herself navigating new responsibilities, workplace expectations, and the realities of professional life. While the transition came with a learning curve, it also introduced her to an environment where growth was encouraged at every step.

What stood out most to her was the support of the people around her. Whenever challenges arose, seniors and colleagues took the time to guide her, helping her understand the nuances of the workplace and build confidence in her abilities. Their encouragement reinforced a lesson she continues to carry with her today: growth is not about getting everything right the first time but about staying willing to learn.

That willingness had shaped her journey long before she entered the workplace.

During college, Nitya immersed herself in academics while also pursuing opportunities beyond the classroom. She developed a keen interest in anchoring, regularly hosting cultural programmes, events, and concerts. What began as an extracurricular activity gradually became a way for her to build confidence, strengthen her communication skills and discover new aspects of herself. Looking back, she believes those experiences taught her the value of stepping outside her comfort zone. Whether standing before an audience or taking on new responsibilities at work, the principle remained the same: growth often begins when people are willing to try something unfamiliar.

Today, Nitya works in the Green Anode Plant, where documentation and process tracking form a key part of her role. Yet what distinguishes her perspective is her honesty about learning.

"I would say I understand around 60 per cent of my work area today," she shares. "The remaining 40 per cent motivates me to keep learning every day."

This mindset extends beyond her current roles as an engineer. While she is focused on building her career as an engineer, she is equally intrigued by the possibility of creating something of her own in the future. Entrepreneurship appeals to her as another opportunity to learn, solve problems, and turn ideas into meaningful outcomes.

For her, success is not about fitting into a single achievement or job title. It is about continuously growing, developing new capabilities, and having the confidence to embrace opportunities beyond her comfort zone.

As BALCO continues to evolve, professionals like Nitya are bringing fresh energy, new perspectives and an eagerness to keep learning.

For Nitya, the journey is not about having every answer today. It is about remaining open to what tomorrow might bring.

The journey of aluminium: from process, precision and people

Aluminium experiences a remarkable transformation at every stage, from the time it begins its journey as an ore to it finally being used in households, industries and technologies. Between these stages lies a carefully coordinated journey of processes, precision and people. At BALCO, that journey takes place across an integrated aluminium manufacturing ecosystem.

It begins with bauxite

The journey starts with bauxite, the primary ore from which aluminium is produced.



At Lanjigada, bauxite is obtained through mechanised opencast mining and moves into refining, where it is processed through the Bayer process to produce alumina, the aluminium oxide that becomes the feedstock for smelting. This first transformation sets the foundation for everything that follows. The quality of the raw material, including its chemical and physical parameters, is evaluated closely to maintain consistency through the production process.

From alumina to molten metal

At this stage, the potlines enter, through an electrolytic smelting process, where alumina is converted into molten aluminium. BALCO's potrooms are where this transformation takes place, supported by carbon-anode production as a critical part of the smelting process. To ensure consistent production and safety, engineers, operators, technicians and maintenance teams work together to monitor processes.



Alumina becomes molten aluminium.

Molten aluminium is now further moved into the cast house, where it is given its final transformation into products suited for various applications.

BALCO's cast houses produce ingots, wire rods, primary foundry alloys, rolled products including coils, sheets, strips, plates and more. Cast houses don't just mould molten aluminium into a desired shape; instead it also focus on supporting its quality through technologies like degassing, filtration and casting systems.

And then, aluminium meets the real world

This is where the journey unfolds to meet the world. All the final products from billets to rolled ones are now ready to meet infrastructure, automotive industries, packaging, aerospace, household, technology, defence, and a lot more. The product may leave the plant, but the precision built into every stage travels with it.

The people behind the transformation

It is easier to spot the machines doing their job, but what is often overlooked is the heavy-duty tasks that are done by people at every stage. Behind every transformation stage, there are people monitoring processes, analysing data, maintaining equipment, testing quality and making decisions that keep the operation moving.

Technology gives the process scale, precision gives it consistency and people give it direction. At BALCO, every piece travels not just a manufacturing journey but a road from potential to purpose.

BALCO's Project Unnatti receives Best CSR Project of the Year award



BALCO has been recognised at the Brand India Summit 2026, organised by Brand Honchos, with the Best CSR Project of the Year Award for its women empowerment and sustainable livelihood initiative under Project Unnatti.

The recognition highlights BALCO's efforts to strengthen women's economic independence through skill development, entrepreneurship promotion, financial literacy and improved access to markets. Through Project Unnatti, BALCO continues to create sustainable livelihood opportunities and support women in building resilient and self-reliant communities.

BALCO's healthcare initiatives receive a national recognition



BALCO has been recognised at the ASSOCHAM 4th Health & Wellness Excellence Awards 2026 for its healthcare initiatives, including Project Arogya, Balco Medical Centre (BMC) and the Mobile Health Van Programme. The award was presented by Dr. M. Srinivas, Member, NITI Aayog, in Delhi. The recognition highlights the company's efforts to improve healthcare access across rural and tribal communities.

Through health awareness programmes, mobile healthcare services and specialised cancer care and continues to strengthen healthcare delivery and improve health outcomes for underserved populations.

BALCO honoured for contribution to TB elimination efforts



BALCO has been honoured under the Pradhan Mantri Tuberculosis Mukht Bharat Abhiyan for its contribution as a Nikshay Mitra in supporting tuberculosis patients. The recognition was presented at the district-level TB awareness and felicitation programme held at the Korba Collectorate.

As part of the initiative, the organisation has been providing nutritional support kits to TB patients and driving awareness through Project Arogya. Furthermore, with BALCO's sustained support, Chuiya Gram Panchayat reported zero tuberculosis cases over the past year. For this, they received the

Mahatma Gandhi Bronze Memento and Certificate. This recognition reflects BALCO's continued commitment to strengthening community health and supporting India's TB elimination mission.

In conversation with Arpita Roy on BALCO's award-winning approach to quality excellence



BALCO's commitment to quality excellence was recently recognised with the Excellence in Quality Award at the 14th Manufacturing Today Conference & Awards 2026. The recognition reflects years of focused effort towards strengthening systems, enhancing reliability, embracing advanced quality practices, and building a culture of continuous improvement across the value chain. In conversation with BALCO Post, Arpita Roy, Head - Quality & Process Control, shares how quality continues to shape BALCO's operational journey.

What does this recognition mean for BALCO?

The award is a proud moment, but more importantly, it showcases the commitment that teams across BALCO bring to quality every day.

What are the focus areas driving BALCO's quality journey?

At the core of our quality philosophy is a simple objective: delivering consistent value to customers. This requires a strong focus on process discipline, compliance, customer satisfaction, and continuous improvement. We closely track parameters such as product quality, customer feedback, Cost of Poor Quality (COPQ), internal rejections, CAPA effectiveness, and audit performance to identify opportunities for improvement and create greater value.

How is technology transforming quality management?

Technology today is a key enabler of quality excellence. Platforms such as SAP QM, LIMS, digital dashboards, and real-time process monitoring help us take faster and more informed decisions. Looking ahead, we see significant opportunities in AI,

predictive analytics, and automation, which can make our quality systems more responsive, data-driven, and insightful.

What best reflects the team's commitment to quality?

What stands out most is the collaborative approach adopted across functions. Teams have worked together to drive digitalisation, structured improvement projects, and process enhancements. This shared ownership has resulted in measurable improvements and helped build a culture where quality is everyone's responsibility.

What lies ahead for BALCO's quality ecosystem?

The focus now is on building on the momentum already created. Efforts are underway to strengthen process capability, expand digital quality tools, enhance analytical capabilities, and deepen quality ownership at the shop-floor level. As BALCO continues its growth journey, quality will remain at the centre of operational excellence and customer trust.

Harshvardan Dudey bags the IBAAS Best Paper recognition

Some achievements are the result of a single breakthrough. Others are built through years of curiosity, persistence, and a constant drive to improve. For Harshvardhan Dubey that pursuit of knowledge recently earned national recognition when he received the Best Paper Presenter Award at IBAAS 2026 in the Aluminium Downstream, Alloys & Recycling category for his paper,



"Improving Age-Hardening Response of AA6201 Rod: Role of Mg/Si Optimization and Strontium Assisted Intermetallic Transformation." The research paper was focused on improving the strength and performance of AA6201 alloy rods, contributing to enhanced product quality and manufacturing efficiency. While the award brought a wider appreciation, it was built on years of hands-on problem solving and innovation at BALCO. Harsh has always focused on addressing critical operational challenges, resolving production bottlenecks, developing new products, and improving existing ones. His curiosity extends beyond problem solving. It has also shaped his approach to learning, research, and innovation. Whether presenting research at industry conferences, collaborating on technical projects, exploring new ideas, or customer visits, he remains focused on continuously expanding his understanding and applying it to real-world challenges. His commitment to learning does not end at work.

Outside his professional responsibilities, he dedicates time to teaching, writing, documenting his thoughts, and journaling observations and ideas. Through years of balancing demanding projects, continuous learning, and personal pursuits, he has gained insights that guide both his professional and personal life. One of the most important lessons he has learned is to trust his instincts. As he puts it, "Trust your intuition. There is a higher power at play there." For young professionals starting their careers, his advice is simple: "Never lose focus or motivation just because something is not going your way. Ask for help, refocus, and come back with even more energy." It is a philosophy he has followed throughout his own journey. From solving challenges on the shop floor and developing innovative products to contributing to industry knowledge through research, Harsh's story demonstrates how curiosity, perseverance, and continuous learning can create lasting impact.

Seamless Alumina transfer through industry-first conveyor system

Driving Innovation in Alumina Supply
BALCO has successfully introduced India's first 4-kilometre-long fluidising belt conveyor system to transport alumina to

Potline 3. The new system makes alumina transportation easier and more efficient, helping ensure a continuous supply of this critical raw material for smooth potline operations. With this advancement, the chances of disruptions during material transportation are reduced, supporting the stable operation of Potline-3. The successful implementation of this first-of-its-kind technology in India highlights BALCO's focus on innovation, technology, and continuous improvement, while reinforcing its commitment to operational excellence.



Aluminium: Myth vs Fact

MYTH	FACT
Aluminium can only be recycled once.	Aluminium can be recycled again and again without losing its material properties.

DID YOU KNOW? Recycling aluminium uses up to **95% less energy** than producing primary aluminium.

People of BALCO



Meet Ashika Singh

We often think resilience is built in defining moments. More often, it is shaped through everyday choices, choosing to move forward despite uncertainty and believing in possibilities not yet visible to others.

For Ashika Singh, that mindset has guided every stage of her journey. Today, she works as MIS In-charge in Billet Line, Cast House 4. Confident in her role and independent in her decisions, she takes pride not only in how far she has come but also in the persistence that helped her get there.

Ashika always believed education would play an important role in shaping her future. While the path ahead was not always straightforward, she remained focused on learning and creating opportunities for herself. This commitment eventually led her to pursue COPA (Computer Operator and Programming Assistant), opening the door to a promising career.

Her journey began with BALCO as an apprentice in Rodding, an experience she describes as a turning point in her professional journey. What left a lasting impression on her was the support she received from the people around her. Supervisors, colleagues and leaders invested time in helping her build skills, gain confidence, and grow professionally. "The team genuinely wanted me to learn and grow. People guided me patiently and encouraged me to keep improving," she recalls.

For Ashika, the apprenticeship was about more than technical training. It introduced her to a workplace where learning was encouraged, and growth was a shared responsibility. This experience laid the foundation for the next stage of her career and reinforced the value of perseverance.

After completing her apprenticeship, she joined Cast House 4, where she continues to expand her knowledge and take on new responsibilities. Though her role has evolved, her approach remains unchanged: stay curious, keep learning and make the most of every opportunity. Behind her journey so far has been a constant source of strength. Ashika credits her mother for encouraging her to stay focused on her aspirations and believe in herself, even during uncertain times.

Looking back, the achievement she values most is the independence she has earned and the confidence that comes from knowing she never gave up on her goals.

Her story is a reminder that success is rarely about one extraordinary moment. Instead, it is built through the determination to keep moving forward, one step at a time.

Eliminating repeat breakdowns through smarter trolley management



Reliable trolley movement is essential for smooth operations at the P&F Conveyor in the Anode Rodding Shop. To prevent faulty trolleys from re-entering the system and causing repeated breakdowns, an RFID-based automatic tracking and diversion solution has now been implemented.

The challenge

Faulty trolleys were manually tagged and tracked for diversion to the repair zone. In some cases, damaged trolleys were missed during the process and re-entered the system, resulting in repeated P&F conveyor breakdowns.

The solution

RFID tags and controllers now automatically identify faulty trolleys and divert them to the repair zone. A dedicated maintenance screen enables tracking of faulty trolleys, while warning lights and buzzers alert teams when repair intervention is required.

How it works?

- Faulty trolley identified in HMI
- RFID recognises trolley at Stopper A-180
- Trolley automatically diverted to repair zone
- Warning light & buzzer activated at inspection station
- Trolley repaired and reset in HMI
- Trolley returned to operation

Key benefits

- Eliminates manual tracking of faulty trolleys
- Prevents faulty trolley re-entry into operations
- Strengthens mistake-proofing
- Improves maintenance visibility and planning
- Reduces repeat P&F conveyor breakdowns

Impact

- Smarter tracking.
- Faster intervention
- More reliable conveyor operations

BALCO builds smarter operations with digital control towers

Streamlining operations through five inter-connected control towers

Bharat Aluminium Company Limited (BALCO), India's iconic aluminium producer and a unit of Vedanta Aluminium Metal Limited, has integrated five AI-enabled Control Towers across coal logistics, finished goods, ash management, internal vehicles and waste management, creating a connected digital ecosystem for smarter, more responsive and data-driven operations. The initiative also aligns with India's broader ambition of building resilient and technology-enabled domestic manufacturing value chains.



The integrated architecture brings together GPS, IoT-enabled vehicle tracking, AI-led video telematics, geo-fencing and real-time analytics to provide end-to-end visibility across critical logistics processes, enabling informed decision-making and strengthening operational governance. Powered by Agentic AI, the Control Towers are designed to move beyond conventional monitoring systems by

analysing operational data, identifying emerging patterns, recommending interventions and supporting timely decision-making. This enables BALCO to build greater predictability into its logistics operations while improving resource utilisation, process discipline and responsiveness across its manufacturing ecosystem. The Coal Logistics Control Tower enables digital tracking and movement planning for coal transportation, improving traceability and coordination across the supply chain. The Finished Goods Control Tower supports seamless in-plant movement of finished products through digital proof of delivery, geo-fenced routing and traffic management. The Ash Management Control Tower provides real-time monitoring of ash movement and disposal routes, supporting better resource tracking and environmental compliance. The Waste Management Control Tower strengthens traceability and governance across the movement of waste materials, enabling closer monitoring of vehicle movements and adherence to defined protocols. Meanwhile, the Internal Vehicle Control Tower provides centralised monitoring of technical and utility vehicles operating within the plant premises, including Medium Tactical Vehicles (MTVs), Light Medium Tactical Vehicles (LTVs), forklifts, hydras, campers and buses. Together, these platforms bring diverse movement streams onto a

common digital architecture, enabling BALCO to manage its logistics ecosystem with greater consistency and control. The Control Tower ecosystem forms part of BALCO's broader digitalisation strategy, which focuses on integrating technology across its manufacturing and logistics operations. By connecting data from vehicles, routes, movement processes and operational activities, the system creates a unified view of critical logistics functions and enables teams to identify deviations, analyse performance and respond with greater speed and precision. The initiative further strengthens BALCO's approach to technology-led operational governance by bringing critical logistics processes onto a common digital platform. With greater visibility across the movement of raw materials, finished products, internal vehicles and regulated waste, the Control Tower ecosystem supports improved accountability, resource optimisation and supply-chain resilience. As the aluminium industry evolves towards increasingly connected and intelligent manufacturing environments, BALCO continues to invest in digital capabilities that combine industrial scale with advanced technologies enabling more integrated, responsive and future-ready operations.

How BALCO is reimagining commercial buying with Generative AI?



For procurement teams, speed often hinges on how quickly information can be converted into insight. At BALCO, preparing commercial comparative statements traditionally required hours of collating and reconciling data from multiple sources. The launch of the Buying CS Generator, an in-house Generative AI-powered platform, is changing that by transforming a manual, time-intensive process into a streamlined digital workflow.

The platform automatically generates comparative statements from procurement data in under a minute, reducing effort, eliminating inconsistencies, and standardising outputs. Its AI-powered assistant further strengthens decision-making by analysing bid factors, identifying negotiation opportunities, and helping teams design more effective auction strategies.

Beyond efficiency gains, the initiative signals BALCO's growing focus on embedding artificial intelligence into core business processes. Developed collaboratively by the Commercial and Digital teams, the Buying CS Generator demonstrates how technology can move beyond automation to enable smarter decisions, faster execution, and greater business value.

Imagine if a casting ladle could speak...



Imagine if a casting ladle could tell its story. Not about the tonnes of molten metal it carries or the thousands of cycles it completes. But about the wear it quietly endures every day.

It might speak of relentless heat, of hours spent holding molten metal, and of a refractory lining that stands between normal operations and potential risk. It might tell us that deterioration rarely arrives all at once. It begins gradually, deep within, long before any visible signs appear.

And perhaps, if it could, the ladle would ask for attention before it needed rescue.

For years, understanding the health of a casting ladle depended on inspections, experience and observation. Teams relied on expertise to identify signs of wear and determine the right time for intervention. Yet some of the earliest indicators remained hidden beneath the surface, emerging only after valuable opportunities for preventive action had passed.

BALCO's Continuous Temperature Monitoring System is changing that. By continuously monitoring shell temperatures through surface-mounted thermocouples, the system provides a real-time window into the ladle's condition. Subtle temperature variations can reveal changes within the refractory lining, enabling teams to detect potential deterioration at an earlier stage and take timely corrective action. The significance of the initiative lies not only in what it measures, but in what it enables. Maintenance can be planned based on actual equipment condition rather than fixed schedules. Potential issues can be identified before they escalate. Refractory life can be extended, downtime reduced and operational reliability improved. Most importantly, it strengthens BALCO's commitment to proactive safety. In many ways, the technology does what every good safety system strives to do: make the invisible visible.



Throughout September, Sustainability Month 2026 brought employees, business partners, families, students, and community members together through a month of learning, engagement, and action. Spanning Climate Change & Biodiversity, Waste & Water Management, Safety, and Community Development & Ecological Restoration, the initiative translated sustainability from a shared idea into meaningful action on the ground.

Impact Snapshot

- 800+ students engaged at Sustainability Carnival
- 200 saplings planted through WADI plantation activities
- 100+ participants in Health Connect programme

Week 1 | Climate change & biodiversity



WADI plantation drive



Nukkad Natak on Climate Change & Biodiversity



Planetary Boundaries & Earth Overshoot Day session



Seed ball making activities

Building environmental awareness through learning and action.

Week 2 | Waste & Water Management



Waste & Water Management Training



5S drive across SBUs



Responsible menstrual waste disposal awareness

Promoting responsible consumption and resource conservation.

Week 3 | Safety



Hazards & Ladders challenge



Suraksha Netritva programme

Strengthening a culture of safety through participation and leadership.

Week 4 | Community Development & Ecological Restoration



Sustainability Carnival



Health connect programme



Pond beautification drive

Connecting sustainability with people, communities, and well-being.

Grand finale Sustainability Carnival
800+ students from 6 schools participated

Movie screening | ESG challenge | Hazard identification | Waste segregation game | Pottery workshop | Seed ball making | Kosa loom experience | Horticulture awareness | Community exhibitions

And that's a wrap!

Over four weeks, Sustainability Month 2026 showcased how small actions, collective participation, and shared responsibility can create a lasting impact. From classrooms and communities to workplaces and public spaces, the month reinforced that sustainability is most effective when awareness is matched by action.



Health Column

Why add protein to your meals?

Protein helps build and repair muscles, keeps you fuller for longer, supports immunity, and provides sustained energy throughout the day. Including a good source of protein in every meal can help improve overall health and reduce unhealthy snacking.

Vegetarian Protein Sources



Paneer



Hung curd



Soy chunks



Chickpeas (Chana)

Non-Vegetarian Protein Sources



Eggs



Chicken breast



Fish



Prawns

- **Tip:** Aim to include 20-30 g of protein per meal to support muscle health, satiety, and sustained energy through the day.

Recipe Corner



Banana-Peanut Butter Smoothie

A creamy blend of banana, curd, and oats, this wholesome lassi brings together natural sweetness and nourishing goodness in every sip.

» **Protein per serving:** ~17-18 g

Serves: 1 | Prep Time: 5 minutes

» **Ingredients**

- ¾ cup thick curd
- ½ cup chilled milk
- 1 ripe banana
- 2 tbsp rolled oats
- 1 tbsp peanut butter (or 6 soaked almonds)
- A pinch of cardamom powder
- 1 tsp honey or jaggery powder (optional)

» **Method**

- Soak the oats in milk for 5 minutes.
- Add the soaked oats, curd, banana, peanut butter (or almonds), cardamom, and honey to a blender.
- Blend for 30-40 seconds until smooth and creamy.
- Add a little extra milk if you prefer a thinner consistency.
- Garnish with chopped nuts and serve chilled.

On busy mornings, you can also add a scoop of your favorite protein powder along with milk.

Happy Voices

Capturing the feelings of entire BALCO family on receiving the Chairman's Grant

“ This gesture has brought joy to everyone, and conversations across the workplace are filled with excitement and appreciation. Being part of Vedanta is a matter of pride, not only because of its achievements but also because of the way it values its people. The Chairman's thoughtfulness has once again shown why this organisation stands apart. ”

Jaiprakash Yadav
INTUC
General Secretary

“ Like my colleagues, I was also very happy when I received the Chairman's grant. This thoughtful decision has brought a sense of joy not just at work, but at my home as well. It feels special and encouraging to be part of an organisation that continues to think about the well-being of its people, making us feel valued, supported, and motivated every day. ”

Ramesh Jangid
INTUC
Treasurer

“ This thoughtful gesture has filled all of us with immense happiness and a deep sense of belonging. Today, we feel proud to be not just employees working at Vedanta, but an integral part of this big family.

Some feelings of happiness cannot be expressed in words. Thank you so much for bringing happiness and smiles to our families. ”

Shruti Aditya,
Shree Krishna Engineering,
Rolled products, BALCO

“ I have been with BALCO for over 12 years, and this is the first time I have witnessed a gesture like this. The announcement came as a wonderful surprise for me and my family, and we are already thinking about how to use it to create special moments together. The excitement is visible across the plant, and I can see the same happiness and gratitude among my colleagues as well. I sincerely thank our Chairman, Shri Anil Agarwal, for this thoughtful initiative. ”

Sonam Soni
LIPL
Sr. Assistant

Invest in your future today with NPS

In case you missed the session on NPS, here are some key insights:

National Pension System (NPS) is a government-backed retirement savings scheme that helps you build a financial cushion for your future through regular savings. With easy online access and professional fund management, it offers a simple and reliable way to prepare for life after retirement.



Eligibility: Any Indian citizen (resident or NRI) between 18 and 85 years of age can open an NPS account.

Benefits:

- **Save More Tax:** Enjoy additional tax benefits through NPS, including deductions on employer contributions under Section 80CCD (2), helping you reduce your tax liability. Tax benefits are available at 3 stages: contribution, accumulation, and withdrawal.
- **Build a retirement corpus:** Regular contributions help create a sizeable fund for your post-retirement years.
- **Start early and gain better returns** through the power of compounding.
- **Portable across jobs and cities:** Your Permanent Retirement Account Number (PRAN), i.e., NPS account remains unchanged and ensures continuity of retirement savings.
- **Low-cost investment option:** NPS has one of the lowest fund management costs among retirement investment products.
- **Lower lock-in:** Vesting age has been reduced to a minimum of 15 years or retirement, whichever is earlier.
- **Choice and flexibility:** Invest according to your risk appetite through a mix of equity, government securities, and corporate bonds. You can also change your fund manager and investment allocation when required.
- **Fully digital:** Open, manage, track, and service your account online anytime and from anywhere.
- **Regulated and transparent:** NPS is regulated by the Pension Fund Regulatory and Development Authority (PFRDA), ensuring transparency and investor protection.
- **Disciplined long-term savings:** The invested amount generally remains locked in until the age of 60, with limited withdrawal provisions available for specified needs such as higher education of children, marriage, purchase or construction of a house, and treatment of serious illnesses for the subscriber or eligible family members, subject to applicable NPS rules.

How can you invest: You can open an NPS account online through the eNPS portal or banks. After opening the account, you can make contributions online or offline at your convenience.

Balconagar is reimagining township life

An evening walk through a tree-lined park, children heading to school, families gathering over coffee, and people enjoying the greenery around them. These are the scenes increasingly shaping everyday life in Balconagar, where a quiet transformation is underway beyond the boundaries of its industrial landscape.

Over the years, BALCO Township has grown into more than a place built around a workplace. Green spaces such as Nehru Udyan, BALCO Forest Walkway, Smriti Udyan and Jubilee Park have become popular community hubs, while institutions like Delhi Public School, BALCO Township School, MGM School and Bal Sadan continue to nurture young minds. The 125-bed BALCO Hospital remains a vital healthcare centre for employees and neighbouring communities, while initiatives in waste management are helping promote cleaner and more sustainable living.

The township's social fabric is also being strengthened through renewed community spaces and civic amenities. The renovated Mangal Bhavan, the newly opened Indian Coffee House, Black Maize, and the modernised Ambedkar Stadium are creating fresh opportunities for recreation, interaction and community engagement. Modern residential facilities like Vardan Apartments and GET Hostel are creating a comfortable and supportive living environment for the young employees. Ongoing road upgrades and infrastructure improvements are further enhancing connectivity and convenience for residents.

As industrial centres evolve, the expectations of those who live in them evolve too. The changes taking shape across Balconagar reflect a broader understanding that a thriving township is defined not only by economic activity, but also by the quality of life it offers. Through investments in green spaces, healthcare, education, sports and community infrastructure, Balconagar is steadily building a future where growth is measured as much by people and places as by production.

Celebrating contributions that create impact



BALCO celebrated Samman Diwas to recognise employees and business partners whose efforts have made a positive impact across the organisation. The initiative honoured individuals for their contributions in areas such as township development, revamped communication, community initiatives, technology adoption, and innovation. The celebration provided an opportunity to acknowledge the people behind these achievements and thank them for their commitment. Through Samman Diwas, BALCO continues to foster a culture where work is recognised, and people are encouraged to continue driving excellence in their respective roles.

Pragya Pandey on the people strategy behind BALCO's HR Excellence



BALCO was honoured with the Mahatma Award for Human Resource Excellence 2026, recognising its commitment to building an inclusive, future-ready workplace where employees can grow, and thrive. In conversation, Pragya Pandey, Dy. CHRO, VAML & CHRO, BALCO, shares insights into the people practices.

What does this award mean for BALCO?

The Mahatma Award for Human Resource Excellence is a strong validation of BALCO's people-first approach. It acknowledges the impact of our investments in well-being, leadership development, diversity and inclusion, digital transformation, and employee engagement.

Which initiatives contributed most significantly to this recognition?

Several initiatives have played a defining role. Leadership development programmes such as Future Leaders, Emerging Leaders, Women Leadership Development, Reverse Mentorship, and Succession Planning have helped build a strong talent pipeline. At the same time, employee wellbeing initiatives, mental health support through YourDOST, wellness campaigns, recognition platforms, townhalls, and employee listening initiatives have strengthened engagement across the organisation. BALCO has also accelerated its digital transformation journey through Darwinbox HRMS, AI-powered induction through ALAISA, digital learning ecosystems, and technology-enabled employee experience platforms, making HR more accessible and employee-centric.

How do you ensure employee growth and wellbeing remain central to the people strategy?

Our approach is centred around the entire employee lifecycle. Continuous feedback through surveys, focus groups, townhalls, and direct interactions helps us understand evolving employee needs. Growth is enabled through structured learning pathways, leadership development programmes, and cross-functional exposure. At the same time, we prioritise holistic wellbeing through physical health initiatives, mental wellness programmes, counselling support, and family-friendly policies.

What milestones have shaped BALCO's workplace culture in recent years?

We have expanded the participation of women across operational and leadership roles, introduced inclusive policies, and advanced its digital HR transformation agenda.

What comes next?

Strengthening its capability-building ecosystem, leveraging AI and digital technologies to enhance employee experiences, deepening its focus on well-being, and accelerating diversity, equity, inclusion, and belonging initiatives. “At BALCO, we remain committed to creating a workplace where people can grow, thrive, and realise their highest potential while contributing to a shared vision of excellence.” shares Pragya Pandey.

Meet Shyama Kumari Yadav who turned her determination into opportunity



For Shyama Kumari Yadav, stitching was never just a skill. It was a passion she held onto despite challenges that could have easily discouraged her. Living with the effects of polio since childhood, she faced limitations in mobility, but she never allowed them to define her future. Instead, she chose to focus on what she could do and build a life around it.

Her love for stitching began at a young age. Without formal training or proper tools, she would cut fabric using a vegetable cutter and stitch clothes by hand. One day, her father noticed creativity in her work as she crafted a dress entirely on her own. Moved by her talent and determination, he purchased a foot-operated sewing machine on

credit. For Shyama, it was a dream come true. The joy, however, soon gave way to a new challenge. Operating the foot pedal proved difficult because of her condition. But giving up was never an option for her. Recognising her struggle, her father arranged a hand-operated sewing machine, allowing her to continue pursuing what she loved.

With patience and perseverance, Shyama refined her skills and gradually built a reputation for quality work. Stitching clothes, mattress covers, and traditional quilts, she began receiving orders from people in and around her community. While managing household responsibilities, she transformed a personal passion into a source of livelihood.

As demand grew, so did the challenges. Long hours on a manual machine often left her exhausted. Although she had the skill and customer base, physical challenges restricted her ability to take on more work and increase her earnings.

A significant turning point came when she became part of BALCO's Project Unnatti. Through the initiative, Shyama received a motorised sewing machine that changed the way she worked. The

machine reduced physical strain, improved efficiency, and enabled her to complete more orders within the same amount of time. "Speed was my biggest challenge with the manual machine. With this motorised machine, stitching has become much more comfortable. Earlier, if I stitched one blouse, now I can easily stitch two at the same time," she says.

The improvement was not merely about productivity. It gave Shyama the confidence to expand her work, serve more customers, and strengthen her income. For someone who had spent years overcoming physical and financial barriers, the support represented an opportunity to unlock her full potential.

Throughout her journey, her parents remained her strongest source of encouragement. Today, they take pride in seeing her contribute to the family's income. Her message to others is simple yet powerful: "Do not let any difficulty stop you. If you have the will to learn and keep trying, you can move forward. Believe in yourself and keep going." Shyama's journey reminds us that when determination meets the right support, limitations can become stepping stones to achievement.

Weaving Pathways to Prosperity: Empowering Women Through Kosa Silk



Through the Kosa Silk Promotion Project, BALCO is helping women transform traditional weaving skills into pathways for economic independence and long-term growth. The project has already made significant strides, with more than 30 women beginning hands-on training in cotton weaving, while over 20 women are advancing to specialized Kosa silk weaving techniques. Beyond learning a craft, participants are building valuable skills that can generate sustainable incomes while preserving the rich cultural heritage of traditional weaving.

The next phase of the project will provide handloom setups and market linkages, enabling participants to convert their newly acquired skills into viable livelihood opportunities. By connecting artisans to markets, the programme aims to ensure both financial sustainability and greater visibility for their products.

Empowering women with financial and digital skills



BALCO has been working to support women in communities around its operations through Project Unnati, its women empowerment initiative. The project helps women build livelihoods through activities ranging from handicraft development to restaurant management. Further, they have also been running Self-Help Groups (SHGs) to support their community. To help women adapt to an increasingly digital world, BALCO conducted 10 financial and digital literacy sessions for nearly 400 women from 197 SHGs across rural and urban areas. The sessions focused on practical topics that women use in their daily lives, including financial management, digital literacy, making digital payments, maintaining records, and staying safe from online fraud. The training also focused on the SHG Panchsutra (five principles of SHG functioning). Through lectures, group discussions, case study, audio-video material, games and group activities, it helped participants become more comfortable with digital transactions and better equipped to manage their finances. By strengthening these everyday skills, the initiative is helping women make informed financial decisions, support their SHG activities more effectively, and explore new opportunities for income generation and economic growth.

Kusum Bek's journey from homemaker to community leader



For years, Kusum Bek's life revolved around managing her household and family responsibilities. While she once dreamt of building a career and even appeared for teaching examinations, falling short by a narrow margin gradually pushed those aspirations into the background. Like many women, she accepted the routine of daily life, unaware that a new opportunity would soon change her perspective on what was possible.

That opportunity came in 2021 when she learned about BALCO's Project Unnatti through a neighbour. Curious to know more, she visited the centre and found women learning new skills,

creating products, and building confidence through their work. What she saw that day reignited a belief she had nearly set aside, the possibility of creating an identity of her own.

Kusum joined the Dekoratti unit under Project Unnatti and began learning handicraft and decorative art. What started as a skill-building exercise soon became a pathway to independence. She learned to transform simple materials into handcrafted home décor products and gained exposure to new ideas through training programmes and visits to places such as Jharsuguda, Kondagaon, and Rajnandgaon. "Training and exposure visits helped me learn new techniques and gave me the confidence to interact with people and explore new opportunities in my career," she shares.

The journey brought financial independence, but its impact went far beyond income. For the first time, Kusum was able to meet her personal expenses on her own, giving her a sense of self-reliance and confidence that she deeply values.

Her family's encouragement played an equally important role. They supported her ambitions, ensured household responsibilities did not become a

barrier, and celebrated her achievements at every step. "My family feels proud of what I am doing. They support me in what I want to pursue," says Kusum.

As her confidence grew, so did her role within the community. Today, she serves as the Secretary of a Self-Help Group, supporting and encouraging other women on their own journeys towards economic independence. Reflecting on her transformation, Kusum believes the biggest change was not in what she earned, but in who she became. "Earlier, I rarely stepped out of my home. After joining Unnati, I started meeting people, learning new things, travelling, and interacting with different communities. It opened up a completely new world for me," she says. Today, Kusum confidently manages her work, rides her own vehicle, contributes to her family's income, and plays a leadership role within her community. Her story is a reminder that meaningful change often begins with a single opportunity and the courage to take the first step. Kusum's message to other women is simple: "Don't hesitate to step out and learn something new. When you become self-reliant, you gain confidence and identity to shape your own future."

Nutritious meals and healthy choices all taught at Poshan Maah, 2026

As Poshan Maah concluded, its lessons continued through the choices families make every day.

As Poshan Maah drew to a close, participants reflected on the knowledge, experiences, and practical takeaways they gathered throughout the month.

"The sessions taught us a lot about child nutrition. I found it especially useful to learn how simple ingredients available at home can be used to prepare healthy and balanced meals for children. We also learned about foods that support children's growth and digestion, which are easy to include in our daily routine." - Chandrakanta Mahilane, Satnam Nagar



"My child really enjoyed taking part in the activities organised during Poshan Maah, and I enjoyed being part of them too. The nutritious laddoos prepared during the sessions were both healthy

and tasty. The programme helped us understand the importance of good nutrition in a simple and engaging way." - Sarita Bhardwaj, Satnam Nagar



The foundation of our legacy - 1976
BALCO's journey started with Soderberg technology, which laid the foundation for decades of aluminium production.



Advanced manufacturing - 2026
With the adoption of advanced GAMI technology, BALCO continues to modernise its smelting capabilities.



Scan this QR & share your feedback of the newsletter, stories, poems, writing, drawings or any other creation with the editorial team.



Let's take a Sudoku break

Reader's Archive



The Murder of Roger Ackroyd
Agatha Christie



Scan here to purchase the book

The Murder of Roger Ackroyd by Agatha Christie begins in the seemingly peaceful village of King's Abbot, where the shocking murder of wealthy businessman Roger Ackroyd turns a quiet community into a maze of secrets. When Hercule Poirot takes on the investigation, what initially appears to be a straightforward murder quickly becomes far more complicated. Hidden relationships, carefully guarded secrets and misleading clues make every character a potential suspect—and every revelation raises another question. As Poirot pieces together the truth, the reader is constantly challenged to reconsider what they think they know.

What makes this book a must-read is not simply the mystery, but the way Christie constructs it. Widely regarded as one of the most ingenious works in detective fiction, the novel plays brilliantly with perspective, information and reader expectations, making you question every detail without revealing its hand. The final revelation is unforgettable precisely because the clues have been there all along. If you enjoy mysteries that make you think, challenge your assumptions and leave you wanting to immediately revisit the story with fresh eyes, The Murder of Roger Ackroyd is essential reading.

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				7	3			9
3			9				4	5
4	9							
8		3		5		9		2
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9	6					3		8
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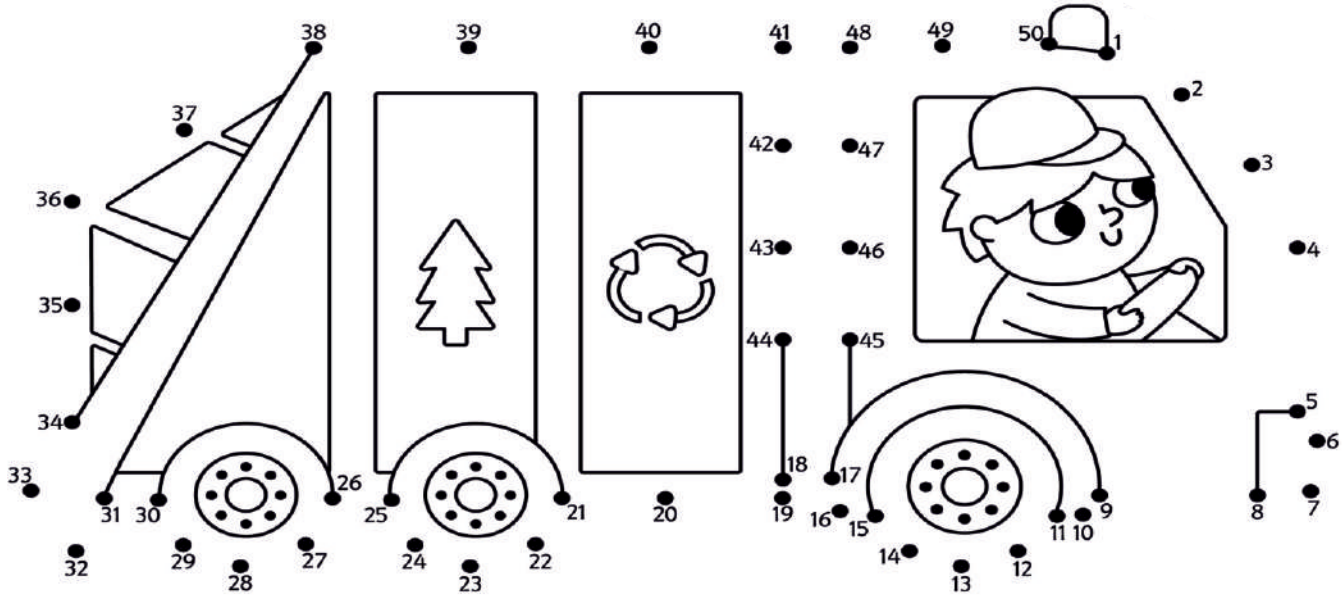
How to play Sudoku?

- Goal:**
Fill the entire grid with numbers 1 to 9.
- Rules:**
- Each row & column must contain 1–9, with no number repeated.
 - Each 3×3 box must contain 1–9, with no number repeated.
 - Use the given numbers as clues, don't change them.
 - Every number should appear only once in each row, column and box.

Answer key

4	9	1	7	8	6	8	2	9
7	6	9	2	8	9	1	8	4
8	2	8	9	1	4	7	9	6
9	8	7	8	6	1	4	9	2
2	4	6	9	9	7	8	1	8
1	9	8	4	2	8	9	6	7
9	7	4	1	9	2	6	8	8
6	1	2	8	4	8	9	7	9
8	8	9	6	4	9	2	4	1

Connect all the dots to make a picture



— Meet Gublu Ji —
BALCO's mascot for all things cool!
Episode 3 | Gublu Ji says, "Its Diwali Time!"



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